The new Norwegian norm group

2025-06-12 - Sala Hording - General

This post is relevant for everyone who recruits in Norway and uses a Norwegian norm group.

We have made a strategic decision that the norm groups should be created according to the same criteria for all countries, so that you who have candidates internationally get the best possible comparison. Therefore, we now have a new Norwegian norm group as a separate choice, which will simply be called “Working population (Norway)” :)

At the same time, we are in a phase where some tests will be thanked for long and faithful service and retired, while other new and better tests are added. So outgoing tests will not receive the new norm group, but will retain the good “General adult population (Norwegian)” that they already have.

The new “Working population (Norwegian)” will largely be similar to the old “General adult population (Norwegian)” but in some cases it will be slightly different. This may be due to changes in the applicant pool over time as a consequence of changes in the economy, the fact that more people are using tests, and more people are using aptitude tests in screening, and a number of other reasons. We see that the changes in almost all cases are within 5 T scores in difference.

We have two exceptions:

1. The first is the Gapchallenge test. Here we have a common norm for the old version LST and the new gapChallenge, which has the same tasks. The new Norwegian norm will only have data from the new version, and here we see that applicants score slightly higher over time (perhaps because the new version is more motivating). Therefore, the new norm will be slightly “stricter” than the old one.

2. The other exception is the e3+ test (ability to concentrate). This has an increasing use, especially in security professions. The new norm is “stricter” than the old one, also for this test.

What does it mean for you?

1. If "Working populattion (Norway)" is available as a choice, we always recommend using it (when recruiting in Norway). You can use "Working population (Norway)" in all situations where you previously used "General adult population (Norwegian)".

2. If "Working population (Norway)" is not available, you can of course continue to use "General adult population (Norwegian)" as before, and it will not be removed.

3. We recommend that you switch to the latest versions of our tests, if you have not already done so. Then you will get the latest norms, it will take less time for the candidates, and they are visually prettier and more mobile-friendly.

The following tests can be exchanged:

Replace *l*st with *gapChallenge*

Replace *verbal admin* with *verbal admin (mobile compact)*

Replace *numerical admin* with *numerical admin (mobile compact)*

Replace *verbal consumer* with *verbal consumer (mobile compact)*

Replace *numerical consumer* with *numerical consumer (mobile compact)*

Replace *eql* with *digitChallenge*

Replace *sx* with *switchChallenge*

If you have an integrated solution, please contact your customer contact or kontakt@aon-assessment.com and we can review your tests and standards and help you update them if needed.